

## **FISCAL NOTE**

### **SB 3104 - HB 3263**

February 10, 2008

**SUMMARY OF BILL:** Prohibits employers from requiring employees to participate in an employer-sponsored meeting or participate in mandatory communication with an employer if the purpose is to communicate the opinion of an employer concerning religious or political matters. If an employee is discharged, disciplined or otherwise penalized for failure to attend such a meeting or communicate in such a manner with the employer, the bill provides a private right of action if such action is filed within 180 days of the alleged violation.

#### **ESTIMATED FISCAL IMPACT:**

**Increase State Revenue – Not Significant**  
**Increase State Expenditures – Not Significant**

Assumption:

- A small increase in cases in the court system, which will result in additional state expenditures for processing the cases and additional state revenue from fees, taxes and costs collected. These expenditures and revenue are estimated to be not significant.

#### **CERTIFICATION:**

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.



James W. White, Executive Director

/cce